

# Pharmacy Department

## Specialist Pharmacist – Clinical Commissioning and High Cost Drugs (Cancer)

### Job Description

<b>Grade</b>	Band 8a
<b>Based at:</b>	Pharmacy Department - John Radcliffe Site
<b>Accountable to:</b>	Clinical Director Pharmacy and Medicines Management
<b>Managed by:</b>	Lead Pharmacist – Clinical Commissioning and High Cost Medicines
<b>Liaison with:</b>	NHS England Wessex Area Team Pharmacists Clinical Directors and Lead Clinicians for Specialist Services Specialist Clinical Pharmacists within the Trust OUHFT Commissioning Team

### Overall Objectives

1. To be responsible for identifying and facilitating implementation of any Quality, Innovation, Productivity and Prevention (QIPP) schemes relating to high cost cancer drug usage at the Oxford University Hospitals NHS Foundation Trust and sharing any schemes with other local providers to ensure consistency across the healthcare economy.
2. To implement and manage the processes for approval, appropriate use and audit of high cost cancer drugs associated with specialised services.
3. To ensure that those treatments supported by National Institute for Health and Care Excellence (NICE) technology appraisals are implemented according to the published recommendations within the Trust.
4. To provide professional and independent advice to area team pharmacists and other commissioners to ensure that any relevant financial and implementation issues for NICE Technology Appraisal Guidance are identified and articulated at an early stage.
5. To support the business planning and contracting process for high cost and specialist medicines and ensure national commissioning policies and protocols for those high cost treatments that sit outside NICE recommendations are implemented according to agreed criteria.
6. To provide an effective interface between commissioners and the Trust regarding the use of high cost cancer medicines.

# Key Result Areas

## **NHS England role (80%)**

### **Strategy and planning:**

1. Lead on NICE and NHS England commissioning policy implementation, including:
  - Development of effective systems for identifying and reviewing impending NICE guidance on High Cost Cancer Drugs (HCCDs)
  - Identify financial impact of such recommendations with commissioners, including population sizes and costs *per capita*
  - Implement and develop a process to identify and where appropriate authorise acute Trust use of high cost and out of tariff medicines, including NICE, for individual patients meeting agreed criteria
  - Ensure robust policies and procedures are in place to effectively manage Patient Access Schemes (PAS) and related claims/income
2. Liaise and negotiate with a range of senior Trust and Area Team (AT) managers to ensure successful implementation of QIPP schemes, such as medical directors, chair of Medicines Management and Therapeutics Committee (MMTC), chief pharmacist, senior finance staff and commissioning colleagues.
3. To work with the AT pharmacist and the Trust Lead Procurement Pharmacist, to deliver annual commissioning intentions for drugs excluded from the national tariff under Payment by Results (PbR) within the Trust.
4. Identify, agree, implement and monitor QIPP schemes with Area Team.
5. Support the development of robust contracting arrangements with primary, secondary/tertiary care to promote rational, quality and cost-effective prescribing.
6. Attend on behalf of NHS England appropriate prescribing committees, including the Medicines Management Therapeutics Committee (MMTC), immunoglobulin expert panel, the Area Prescribing Committee for Oxfordshire (APCO) and High Cost drugs Meeting with Oxfordshire CCG.

### **Performance, Risk Management, Audit, Education and Training:**

1. Act as first point of contact for high cost cancer drug commissioning queries within the Trust, seeking advice from the Area Team specialist pharmacist and Clinical Commissioning Pharmacist network when required.
2. Contribute to and support the clinical audit activity undertaken by the Trust in compliance with NICE recommendations.
3. Provide professional support and training on commissioning and interface issues to the medicines management teams in the Trust.

4. Provide clinical information and expert advice on complex prescribing related issues where requested.
5. Manage the Trust processes for electronic approval of high cost cancer drugs through the Trust Electronic Prescribing System or standalone web-based systems as agreed between the commissioners and the Trust.
6. Provide an annual report of work undertaken for presentation to the Trust and the commissioners
7. Contribute to CQUIN program and help ensure that CQUIN targets are met

### **Leadership and Management:**

1. To liaise with Trust to ensure that commissioning intentions are appropriately prioritised and incorporated into clinical programmes.
2. Establish and maintain an effective working relationship with secondary care colleagues in order to influence their behavior and assist in the delivery of the NHS England commissioning policies.
3. Establish and maintain an effective working relationship with commissioning colleagues including those within the Area Team and neighboring NHS Trusts.
4. Provide management, mentorship, support and assistance to other staff connected with the QIPP schemes.
5. Provide support and manage the process for implementation of early access to medicines schemes at the OUH. As well as other cancer compassionate use schemes.

### **Financial Responsibility**

1. Undertake reviews of high cost cancer drug charges to ensure that processes are robust and that charging is accurate and transparent.
2. Develop robust monthly financial reporting system for the Area Specialised services team
3. Monitor expenditure against plan in year so that under/over performance can be identified, explained and challenged where appropriate.
4. Engage with clinical teams to identify opportunities to invest/disinvest in high cost cancer drugs
5. Work with the AT pharmacist to develop cost saving and quality improvement schemes and develop business cases and projects; work with clinical colleagues to implement such projects within the Trust.

6. Work with the contract team to ensure robust monitoring and regular reporting of savings achieved to the Area Team.
7. Engaging with colleagues across local provider organisations to facilitate implementation of consistent policies for use of high cost cancer drugs.
8. Support annual financial horizon scanning for the cost impact of cancer treatments.

### **Specialist Clinical Support:**

1. Develop detailed understanding of NHS E individual Funding Requests (IFR) process, and support acute Trust clinicians with applications to the appropriate panels.
2. To provide clinical pharmaceutical advice to prescribers, healthcare professionals and commissioning staff in response to queries related to NICE and other high cost and tariff excluded drugs.
3. To provide a clinical pharmacy service to a designated area within the Trust in accordance with professional and local procedures.
4. Engaging with clinical teams to ensure that PbR-excluded drugs are supplied in the most cost-effective way.

### **Clinical Practice Role (20%)**

1. To provide a ward-based clinical pharmacy service according to Trust agreed standards including:
  - Individual prescription review to optimise therapy
  - Confirmation of the patient's medication history
  - Advice on dosage, side-effects, cautions and monitoring required
  - Advise on administration of medicines
  - Appropriate and clear endorsing of prescriptions to ensure safe practice
  - Monitor the effect and appropriateness of medication
  - Education of patients on their medication
  - Involvement in discharge planning and provision of discharge medication
2. To provide clinical pharmacy cover to other ward areas within the team on a reciprocal basis.
3. To ensure medicines are used appropriately, safely and cost-effectively in accordance with Trust policy, standard operating procedures and medicines legislation.
4. To monitor medicines use within the ward area. This includes recording of significant clinical interventions and risk management including:
  - Participation in investigating clinical incidents
  - Recording significant clinical incidents/near misses
  - Ensuring compliance with medicines legislation and local policies

5. To use available information to influence prescribers and ensure the most cost-effective choice of therapy.
6. To participate in ward rounds, clinical meetings or out-patient clinics as appropriate in order to provide pharmaceutical advice to prescribers and other health care professional. To liaise with external agencies to ensure safe, timely and appropriate supply to patients e.g. Baxter Compounding and homecare supply companies where appropriate.
7. To participate in ward-based clinical audits and the development and implementation of treatment protocols and guidelines for use of medicines within the clinical area.
8. To tutor rotational clinical pharmacists undertaking the Diploma in Clinical Pharmacy, following formal accreditation as a tutor by Cardiff University, or other university and to tutor other pharmacists and pre-registration students in the clinical area.
9. To act as a role model and mentor for clinical pharmacy.

#### **Other**

1. To undertake further duties as appropriate following discussion with your line manager.

#### **Professional Role**

1. To ensure confidentiality is maintained at all times
2. To be professionally accountable for actions and advice
3. To use experience and clinical judgment to assist in problem-solving and troubleshooting within the Pharmacy department.
4. To give professional support to the site operational managers.
5. To be aware of training and competency assessment of pre-registration pharmacist trainees, diploma pharmacists and student pharmacy technicians and participate in their training and competency assessment as required.
6. To support the dispensaries by participating in the screening and checking prescriptions and dispensed items at a mutually convenient time as part of a rota (current commitment is 2 hours per working week and one whole weekend day every six weeks.
7. To participate in weekend and bank holiday working according to rota.
8. Any other reasonable duties as requested by the Chief Pharmacist

## **Risk Management**

The management of risk is the responsibility of everyone and will be achieved within a progressive, honest and open environment.

Staff will be provided with the necessary education, training and support to enable them to meet this responsibility.

Staff should be familiar with the

- Major incidents Policy
- Fire Policy

And should make themselves familiar with the 'local response' plan and **their** role within that response.

## **Responsibilities for Health and Safety**

The post holder is responsible for ensuring that all duties and responsibilities of this post are carried out in compliance with the Health and Safety at Work Act 1974, Statutory Regulations and Trust Policies and Procedures. This will be supported by the provision of training and specialist advice where required.

### **Infection Control**

Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA.

All staff employed by the ORH Trust has the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and/or between each patient contact.
- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.

## **Children's Rights**

The post holder will endeavour at all times to uphold the rights of children and young people in accordance with the UN Convention Rights of the Child.

### **Safe guarding children and vulnerable adults**

The Trust is committed to safeguarding children and vulnerable adults throughout the organisation. As a member of the trust there is a duty to assist in protecting patients and their families from any form of harm when they are vulnerable.

## **Information Governance**

All staff must complete annual information governance training. If you have a Trust email account this can be completed on-line, otherwise you must attend a classroom session. For further details, go to the Information Governance intranet site.



### **Serious Untoward Incidents**

All staff must report incidents and near misses so that the Trust can reduce the risk of harm by investigating and incorporating risk reducing measures to safe guard patients, visitors and staff, in accordance with the Trust Incident Reporting Policy.

## Note

- 1) This Post is subject to appraisal, which is a two way process.
- 2) This job description is not definitive or restrictive in any way and should be regarded only as a guide to the duties required, and also it will be understood that at a time of rapid change within the Health Service other responsibilities may be added, as determined by the Chief Pharmacist. The job description does not form part of the contract of employment.
- 3) The post-holder will be expected to participate in flexible working if introduced.
- 4) Out of hours working may be included and participation in such arrangements will be required.
- 5) Pharmacists will be required to participate in on-call arrangements according to site and experience.
- 6) Individual's continuous Professional Development needs will be identified and supported.

### Person Specification

Essential Qualities	Desirable Qualities
Qualified to masters degree level (4 year MPharm) or equivalent Member of the General Pharmaceutical Council (GPhC)	Member of the Royal Pharmaceutical Society
Postgraduate Diploma in Clinical Pharmacy or equivalent experience	MSc in Clinical pharmacy
Experience of working as a clinical pharmacist at a high level in a variety of clinical areas	Involvement in a pharmacist led outpatient clinic
Experience of working as a clinical pharmacist in relevant clinical area	Demonstrable awareness of financial pressures
Accredited tutor for Cardiff University Clinical Pharmacy Diploma (or meets criteria to become accredited if an accredited tutor for another diploma).	Experience of developing drug protocols / contributing to formulary development
Problem identification and solving skills with an ability to prioritise effectively	Good Information Technology skills (Microsoft Word and Excel)
Ability to make decisions	
Well organised	
Good Time Management skills	
Good written and oral communication skills	Experience in creating evidence-based reviews on medicines.
Good interpersonal skills including being assertive	
Professional and personal integrity	
Membership of regional/national/international specialist interest group	
Contributing to publications / conference presentations at least at a regional level.	Contributing to publications / conference presentations at national/international level.
Evidence of contribution to regional specialist interest groups	Evidence of contribution to national/international specialist interest groups
Experience of working in a multidisciplinary team	Accredited Non-medical prescriber



Demonstrable awareness of key drivers for the NHS	Involvement of developing a multi-disciplinary service
Demonstrable awareness of financial pressures/constraints within the NHS	Experience of under-taking practice research
Experience of developing drug protocols / contributing to formulary development	
Experience of preparing budgetary reports for clinical areas	
Involvement in developing a service within pharmacy	
Experience of under-taking and supervising audits or drug use evaluations	
Ability to work in a team as well as autonomously and can delegate authority appropriately	
Must demonstrate flexibility in working practices	
Experience of teaching and tutoring	
Enthusiastic and self-motivated	
Capable of working under pressure	
Must show commitment	

Produced By: **'Bunmi Fajemisin**

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